DEUTSCHE AFRIKA-LINIEN
JOHN T. ESSBERGER

news

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John T. Essberger, our newbuild no. 2, touching water for the first time in the Jinling shipyard dry dock

Visible progress of Essberger tanker newbuilding project in China

6,600 dwt "Liselotte Essberger" and "John T. Essberger" left the dock and are nearing completion at the Jinling shipyard in China

The newbuilding project of four 6,6000 dwt chemical tankers, equipped with environmentally optimised dual-fuel engines for liquefied natural gas (LNG) and marine diesel (MGO) / biofuel operation, is progressing. The first two vessels, the "Liselotte Essberger" and the "John T. Essberger" have meanwhile left the building dock and are moored at the outfitting quay. The sea trials are now beginning with the "Liselotte", the "John T. Essberger" will follow shortly as the second ship. Meanwhile, the steel work for the third tanker has begun in the construction hall. The first two vessels are scheduled for delivery in 2023. Despite the interim Covid-19 lockdown period in China, the delivery of the first vessel is only delayed by a couple of months.

Now that the last travel restrictions in China have been lifted, it is possible for not only our site team but also the responsible employees from the Hamburg office to get an impression on site. In addition to Project Manager Dejan Golub and Director Essberger Ship Management Johan Isaksen, Jan Eghøj, Managing Director John T. Essberger, and Dr Ricardo Alvarez, Head of Group Finance, recently made their way to China. Dr Alvarez's report can be found on page 2.

As things stand at present, the first two vessels will load cargoes in East Asia destined for Europe, hopefully at a good freight rate, travel through the Suez Canal and arrive in their future area of operation in late summer or early autumn, where they will supplement the fleet of our joint venture E&S Tankers.

As you can see from the photos on the following pages, both ships already bear their designated names on the bow. Due to the special circumstances of the construction at a hard-to-reach spot in central China, it was decided that the official christenings would only take place after the vessels' arrival in Europe, preferably in Hamburg. However, as ships are not allowed to sail the seas unchristened according to an ancient custom, both ships were launched with a very ceremonial "preliminary" christening. The event in China was attended by both the shipyard staff and our site team.

The crew for the first ship, the "Liselotte Essberger" has already been selected. Our Romanian colleague Dan Tocito and his crew are contributing their vast experience from our fleet. They have completed additional training with special emphasis on handling LNG as a fuel. Here, the Swedish TT-Line has been helpful, as they already have experience with eco fuels from their ferries operating in the Baltic Sea (page 2 and 3).

John T. Essberger is facing new challenges. As a result of the current political framework, cargo flows are changing and climate-friendly cargo components such as biofuels are playing a greater role. We must take these factors into account when planning future ships. We are in the process of adapting our shore organisation to future requirements. Our crews are highly motivated, and E&S Tankers is delivering adequate results which we urgently need for our newbuildings because the financing of new vessels by bank loans has become more difficult since financial institutes are subject to stricter regulations.

The first new tankers we expect from China are approaching their commissioning date. However, we are facing the task of replacing a greater number of tankers over the next years regarding age restrictions. The renewal of tonnage is forcing us to answer questions about the size and technical equipment of future vessels. What will be the ideal size demanded by the market? How many und what kind of tanks should the tankers have and what fuels must the engines be designed for? Are there business constellations that make it necessary to build more tankers than we are currently planning? We are also looking at opportunities to invest in bordering chemical shipping trades in terms of cargo and new areas of deployment.

As the leading shipping company in this business sector in Europe, there are several opportunities for JTE.

We also have our eyes on Essberger Dry Cargo, and we are prepared to invest again when the right time comes.

Yours Eberhart von Rantzau

On 6 April, "Liselotte Essberger" hit the water. The first 6,600 dwt newbuild was manoeuvred around the Jinling shipyard on the Yangtse River

Impressions from a visit to the shipyard in China

Jan Eghøj (E&S Tankers) and Dr Ricardo Alvarez (Group Finance) visited the Jinling Shipyard Yangzhou Dingheng Co., Ltd (SY)/ Ricardo Alvarez reports

The shipyard is located approx. three hours north-west driving distance from Shanghai up the Yangtze River. It is a rural area but, of course, a smaller city (by Chinese standards) with more than four million inhabitants is not far away. The four beautiful vessels look fine, and several minor issues were detected and discussed with the shipyard's responsible personnel and the site team.

Our team consists of owner's representative Lars Skjelbred and different colleagues from Link Marine, depending on which part of the vessel is being completed at the time. The white LNG tank will be foiled showing the Essberger flag; the deck which locates the steering gear is quite low, but this is a known design challenge due to space limitations, as our chemical tankers are small vessels with a lot of equipment and the nitrogen compressors on the deck above – however, this will not be a constraint to normal operation and clearly the design is class approved.

Small vessel with a lot of equipment

Meetings with the SY's managing, design and commercial director were conducted, and they ensured us highest attention with respect to qualitative and fast finalisation of "Liselotte", "John T.", "Eberhart" and "Heinrich Essberger". The Chinese have a major interest in future collaboration, whereas the order book is full and the SY's capacity will be fully utilised until 2026. The SY will maintain its focus on high-quality liquid chemical and gas tankers, and they plan to invest in a new head office on the site, in painting and in blasting facilities in the upcoming year.

Jan Eghøj and Ricardo Alvarez inspecting a stainless steel tank on board one of the new chemical tankers

The number of fixed employees is and should stay at 500. The list of required documents to be provided by the seller has been exchanged, but finetuning in reconciliation regarding the closing procedure still needs to be done. Some administrative tasks were agreed: the four vessels can stay free of charge for seven additional days after delivery, provision with LNG enough to sail to the next bunkering port, probably Malaysia should be possible.

Information regarding the status of the vessels: "Liselotte Essberger's" sea trial was officially postponed to 25 June, and communication indicates a couple more days' delay is probable. She is expected to be delivered on 20 July. Nevertheless, we will only know by mid-June after the start of the main engine commissioning. The launching of "John T. Essberger" was completed as scheduled on 5 June. Keel laying of "Eberhart Essberger" was executed on 8 June. "Heinrich Essberger": the second ring-block is already inside the dry-dock and steel cutting has picked up considerably, thus 77% of the total steel weight has been cut, 90% of that is in the preassembling stage, and some 60% is in block form by now.

Images of the building site and of the people involved in the project

"Liselotte Essberger" was the first of four newbuilds to be launched on 6 April 2023 with an informal ceremony that nobody wanted to miss. Director Essberger Ship Management Johan Isaksen (sixth person from the right) was happy to see the project advancing

Keel laying ceremony of "John T. Essberger" on 8 June, no 2 of the Essberger tanker quadruplets

Side by side: "Liselotte Essberger" and "John T. Essberger" in early May awaiting completion

Shanghai sklyine and Yangtse River with Preben Rasmussen, Jan Eghøj, Ricardo Alvarez and Safa Ismael of Link Marine, our trusted site office (from left)

Friendly dinner with P Rasmussen, L Skjelbred, R Alvarez, Cyril, J Eghøj with Jinling yard managers R Liang, D Jie and W Fei (anti-clockwise)

A first look at the heart of the new vessel: the engine room with the MAN dual-fuel propulsion system

Crew Conference in Manila 2023 – A success for safe and efficient ship operations

The Crew Conference in Manila was a great success! With the highest attendance ever in the Philippines, the conference provided an excellent platform for our seafarers to discuss important issues and best practices. In addition to 43 officers and 42 ratings, a delegation from JTE Ship Management, which included Johan Isaksen, Niall Mushet, Askell Baardsen and René Hogrefe, as well as the CEO of the PTC Group, Gerardo A. Borromeo, attended the conference.

The first seminar of its kind since autumn 2019 focused strongly on safe and efficient ship operations, and the Work Safe/Home Safe programme. We have been working hard on human behavioural topics to further reduce and prevent any incidents on board our vessels. The conference was a great opportunity to listen to presentations from SSHEQ, the Technical and Crewing department and to get closer to our officers and ratings.

We would like to thank all the participants, our excellent TOS team in Manila, and the conference chair Daniel Reyes. Without their hard work this conference would not have been possible.

It has become a fine tradition to honour special service jubilees at these seminars. C/O Agot, 2/E Tubal and PMP Darisan for 25 years of loyalty und C/O Cagud for 15 years before she took a break to take care of her baby girl.

"Overall, the conference in Manila was a great success. It confirmed all of us to continue working together towards a good and robust safety culture on board our Essberger fleet. We look forward to returning for the next conference in the autumn," says Johan Isaksen, Director Essberger Ship Management.

"We see a transition from grey to green products"

Christian Vang of E&S Tankers on new trends in commodities shipped by chemical tankers in Europe

We see new feedstocks being used to meet the rising demand for biofuels in the EU. This has had severe impact on the various productions of chemicals and increased the demand for biofuels. E&S Tankers has been shipping feedstocks used for renewable energies for a long time, but today there is a sincere focus on also adapting other productions to more greener fuels and chemicals in general.

For example, we have shipped feedstocks such as lard (pork fat) and tallow (animal fats) for the last 15 years. But now they are complemented by other feedstocks such as vegetable acid oils and palm oil mill effluent (POME), a technical oil that is a newer feedstock used in the production of biodiesel. POME is basically the effluent obtained from palm oil production in the mill at a final stage. It is an oily wastewater combined with the wastes from steriliser condensate and cooling water. We see more and more POME being shipped from the Far East to producers in the EU.

As for the vegetable acid oils: mixed fatty acids refers to the substance obtained as a by-product of biodiesel production immediately after transesterification and, depending on the process, consists of quantities of free fatty acids, fatty acid methyl esters, glycerol and methanol.

Focus on by-products of biodiesel

The most common way to produce biodiesel is by transesterifying vegetable oil with an alcohol. The reaction can be catalysed by alkalis, acids or enzymes or carried out under supercritical conditions. The same goes for the use of used cooking oils, a waste product used in biodiesel. There is a constant quest to find new waste components in order to bring down the costs for biodiesels in order to be competitive with traditional fuels consisting of extracted/refined oil (diesel). Thus we have seen various new feedstocks coming onto the market throughout the years.

Driven by the aim to deliver more sustainable products at a competitive price we will see larger quantities and even new commodities entering the market.

Navigation bridge yesterday and today

The famous Deutsches Museum in Munich displays the original bridge of the 1923 Afrika Liner "Adolph Woermann" – we compare it to the bridge of a high-tech chemical tanker of 2023

The "Adolph Woermann" (length 132 m, 12 knots) was built exactly 100 years ago

The spartan original-size bridge of Africa liner "Adolph Woermann" in the Deutsches Museum, freshly renovated with the expertise of Captain Eberhard Stoetzner, head of the DAL/JTE archives

These pictures give an impression of the development of the command bridge over almost one hundred years of shipping. Wood and iron dominate the bridge of the Africa liner "Adolph Woermann" (8,500 GRT), built in 1922, and the chemical tanker "Philipp Essberger" (5,700 dwt,) built in 2003 and still in service today.

The historical picture from a hundred years back appears to us today like a theatre set, with wooden planks and panels on the walls and ceilings, from which hangs a brass bell. Port we see the engine telegraph, a second one next to it, probably for working on the bridge nock. The silver pipe on the wall was the speech connection to the engine room. In front of the steering wheel is the brass steering compass, and on the grey box, which looks like an iron cannon stove, turns the navigation compass, just behind it the rudder angle indicator. Through the square windows, the view falls on an oncoming ship of shipping company Hamburg Süd. It is obvious that the "Adolph Woermann" is on the Elbe, entering the port near St. Pauli. The picture behind the windows is a painting.

The original replica of the bridge of the Africa liner was a gift from Woermann-Linie AG in 1927 to the famous Deutsches Museum in Munich, for the permanent exhibition "Schifffahrt & Meerestechnik". For the revision of the section in 2022, the museum turned to Deutsche Afrika-Linien and asked for help in researching the history of the ship and possible documents from the archives of Deutsche Afrika-Linien, with the help of our archivist Captain Eberhard Stoetzner. It was also a question of checking whether the bridge in Munich corresponds to the original. There is a close match.

The Deutsches Museum in Munich was opened in 1906 and is one of the largest science and technology museums in the world. Its aim is to make scientific and technical knowledge accessible to the lay public in an understandable way. The Deutsches Museum is visited by around one and a half million people every year (besucherservice@deutsches-museum.de).

The "Adolph Woermann" was a combined cargo and passenger ship with a crew of 156, built in 1922 by Blohm & Voss in Hamburg, 132 m length, with a 3,300 PSe geared turbine for 12 knots of speed. Although built for the West Africa service by Woermann, the ship sailed under the funnel colours of Deutsche Ost-Afrika Linien (DOAL), who served East African ports. At the outbreak of World War II the ship was in the port of Lobito/Angola and immediately attempted to escape to South America but was discovered by the Royal Navy in the South Atlantic. On the approach of the light cruiser HMS "Neptune", the captain ordered the self-sinking procedures. All passengers and crew of the distressed vessel were taken on board by HMS "Neptune". HMS "Neptune" was less fortunate. Two years later, the cruiser was caught in an Italian minefield off Benghazi in the Mediterranean. The sinking killed 735 crew, including 150 New Zealanders. There was only one survivor.

The second picture shows the bridge of the "Philipp Essberger", built in 2003 by Baltic Shipyard in St. Petersburg/Russia, 100 m length, 5,288 hp, 15 knots. Today, the ship is used by E&S Tankers mainly in the North- and Baltic Sea trade with an ice class A1 qualification. The engine and satellite-based navigation are controlled from the bridge, as are the discharging and loading operations. All functions can be called up and controlled via screens. No iron, no wood – just plastics and digital screens. Welcome to the world of computers.

Remote control instruments, screens and various technical devices on the bridge of a chemical tanker. This vessel sails without a traditional steering wheel

Chemical tanker "Philipp Essberger" (length 100 m, 12 knots), built in 2003 and still in service

Whereabouts

July 2023

Ship name	Master	First Mate	Chief Engineer
Agnes Essberger	Robert Waldon	Vedran Horvat	Piotr Popiel
Amalie Essberger	Jakub Nadaj	Ruslanas Karpovas	Vitaliy Kolesnyk
Anneliese Essberger	Jan Ten Wolde	Pawel Pawlik	Jan Lodder
Annette Essberger	Waldemar Literski	John Christopher Domingo	Artur Krupa
Birthe Essberger	Cezary Niczyperowicz	Andrey Kaytukov	Ruslans Lesciks
Caroline Essberger	Chris De Boer	Quirino II Agot	Oebele Kooistra
Charlotte Essberger	Krzysztof Osuch	Carl Marx Cidro	Sergey Panishev
Christian Essberger	Krzysztof Niedzielski	Marison Tabotabo	Miroslaw Jaworski
Coral Essberger	Paulo Santos	Dariusz Podsiadly	Jan Niewierowski
Cuno Essberger	Andrey Grzhibovskiy	Miroslaw Majer	Marek Ptasznik
Dutch Aquamarine	Thomas Kijzers	Albertus Konijn	Steven Van Royen
Dutch Emerald	Alex Buren	Sjoerd Rijndorp	Sipke Steenbergen
Ellen Essberger	Adam Incewicz	Pawel Czarnacki	Artem Glushko
Elsa Essberger	Stefan Grabowski	Nikolay Kirillov	Sergey Kononenko
Georg Essberger	Gocha Bezhanidze	Mariusz Piorkowski	Tomasz Kozlowski
Gisela Essberger	Dariusz Swierkosz	Rafal Garbacz	Pavel Semyonov
Helga Essberger	Arkadiusz Duczynski	Maksim Naumcik	Pavel Kuzma
Johann Essberger	Arkady Khramushin	Pawel Bula	Piotr Trusinski
John Augustus Essberger	Edward Dziduszko	Mateusz Cygan	Valeriy Bashkurov
Liesel Essberger	Thierry Micha	Rafal Drezno	Ruslans Sokolovs
Lisa Essberger	Onno Smit	Marcus Klein	Geert Sap
Maersk Launceston	Jaroslaw Maciuk	Mateusz Sierawski	Pavlo Polishchuk
Nordic Saga	Rogen Calledo	Russel Derequito	Zygmunt Dobrzyniewski
Nordic Sira	Ingi Hansen	Marlon Bien Gonzaga	Lc Vincent Giuseppe Saul
Nordic Sola	Kent Baregg	Menard Responde	Roman Albul
Nordic Sund	Per-olov Persson	Michael Mabunay	Vladimir Shapovalov
Patricia Essberger	Grzegorz Kakol	Szczepan Pachula	Zoran Zambata
Philipp Essberger	Mareks Satkovskis	Viacheslav Leonov	Taras Popov
Roland Essberger	Piotr Bes	Radoslaw Ewertowski	Dmitry Shcherbov
Theodor Essberger	Ali Ayara	Antonio Jr. Ocampo	Sergei Bondarenko
Ubena	Ruslan Blazhyyevsky	Erwin Fanugon	Gleb Kolechkin
Ulanga	Ioan-cristian Cioban	Rafel Nones	Costica Tuca
Ursula Essberger	Albert Ten Wolde	Paul Gene Galotera	Gerlof Tijink
Wilhelmine Essberger	Marco Boshuijzen	Eriks Ciblis	Koen Schenk

Aus der Reederei-Familie

Jubiläen

40 Jahre

Capt. Theo Keizer, 27.05.1983

Sijbren Mollinga, *C/E*, 30.06.1983

25 Jahre

Benvindo Tomaz Vieira Silva, *AB*, 02.05.1998

Jaime Subido Contawe, *CCK*, 01.06.1998

Besondere Geburtstage

85 Jahre

Ekkehard Below, *Pensionär*, 28.05.1938

Bernhard Freund, *Pensionär*, 05.06.1938

Jürgen Glißmann, *Pensionär*, 25.06.1938

80 Jahre

Hans Jürgen Schmidt, *Pensionär*, 24.07.1943

75 Jahre

Manfred Orzechowski, *Pensionär*, 14.03.1948

Angelika Lübbers, *Pensionärin*, 08.05.1948

70 Jahre

Ingrid Shum, *Pensionärin*, 19.05.1953

Annaluise Völckner, *Pensionärin*, 09.06.1953

65 Jahre

Francisco Chiong Tan, *3/O*, 24.07.1958

60 Jahre

Thomas David, *Ship Management*, 29.05.1963

Vera Busch, *Reception*, 29.06.1963

Sergey Panishev, *C/E*, 12.07.1963

Lowell Addis de Juan Gomez, *BSN*, 02.07.1963

50 Jahre

Marcin Prena, *C/E*, 18.06.1973

Rizaldy Dayao Pangan, *AB*, 19.06.1973

Capt. Roar Kyvik, 11.07.1973

Eduard Kupyanskiy, *2/E*, 18.07.1973

Neue Mitarbeiter an Land

Hossai Behmanish-Gardizi, *Current Accounting*

Christin Maack, *E&S Tankers*

Godwill Sarpey, *E&S Tankers*

Ausgelernte Auszubildende

Peter Willer – Übernahme *E&S Tankers*

Wir gratulieren zur Geburt eines Kindes

Helena Le Roux, Sohn Vincent, Mai 2023

Wir gedenken

Adam Bednarczyk (2E), April 2023

Rock Cubelo Portugalite (CCK), June 2023

Carl-Heinz Mohren (84 Jahre), April 2023

Hans-Joachim Trappe (88 Jahre), April 2023

VIP visitors on our chemical tankers

Patricia von Rantzau, wife of Managing Owner Dr Eberhart von Rantzau, visited chemical tanker "Patricia Essberger" (4,711 dwt) in Brunsbüttel/Kiel Canal, on 19 June 2023. The vessel was loading urea, an important chemical substance used for the production of fertiliser, bound for Dagenham/UK. Under the management of Capt Grzegorz Kakolm, his officers and crew, the vessel is maintained to the highest standard. It's hard to believe that this quality vessel is 23 years old already. The professional and motivated crew ensures that she is a top performer. Thank you to all the officers and crew for the great hospitality and for a fantastic chocolate cake. Assembled on the bridge we see MTM Ronnie Furigay, AB Jefferson Arcilla, PMP Rodel De Guzman, 2/E Artur Krotowski, CCK Kristoffer Juls Tupaz, C/O Pachula Szczepan, Patricia von Rantzau, C/E Zoran Zambata, Master Grzegorz Kakol and 3/E Ashriel Ben Orendain (from left to right)

Julia Marie Isaksen, 7, inspecting chemical tanker "Elsa Essberger" (5,297 dwt) during her 2nd special survey at Søby Shipyard on the beautiful island of Ærø in Denmark on Pentecost, 29 May 2023. The outcome of the inspection was satisfactory. The only negative remark was that the vessel doesn't have a swimming pool. Julia Marie is the daughter of Johan Isaksen, Director Essberger Ship Management, and maybe she will have a word with her father when we talk about future tanker designs…

Patricia von Rantzau visited on our chemical tanker "Caroline Essberger" (8,793 dwt), named after her daughter Caroline von Rantzau. Mrs von Rantzau was accompanied by André Rimmel, Fleet Manager of Essberger Tankers, during a stopover in Hamburg on 7 April 2023 and was welcomed by Captain Walter Bergsma and his crew. The VIP guest and the crew assembled on the bridge where this image was taken. Here we see, standing from left to right: TSI Oliver Schneider, Master Walter Bergsma, Patricia von Rantzau. O/S Anton Kieriv, A/B Edgar Dag-Uman, C/K Edwin Estrella, A/B Francis Abello, C/O Slawomir Narloch, C/E Oebele Kooistra, 3/0 Alexandr Zehltov, PMP Pepe Rebusa, 2/E Eduard Kupyanskiy, 2/O Christian Tan and sitting from left to right MTM John Olac, 2/O Jimmy De Guzman, 3/E Donals Bilog and A/B John-arvee Munsayac

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“It’s all about people and aligning personal interest with company goals”

The new Head of Crewing and HR Shore, Silke Steinfurt, on her career and the challenges of finding the right personnel in times of a changing fleet

In May 2023, Silke Steinfurt took over responsibility for Crew Management (HR Sea) in addition to her duties as Director Human Resources Shore (HR Shore). We asked her what she needs for this particularly sensitive task and what challenges she sees ahead.

Mrs Steinfurt, in the big photo on this page of DAL/JTE News, you and your colleague Maj Reger got pretty wet. Did you both fall into the water?
We didn’t fall into the water, we intentionally jumped into the water as we were able to undergo some exercises of a Basic Safety Training course at the Novikontas Centre for Certification and Training in Riga, the capital of Latvia. The training centre has not just simulators to train all kinds of bridge and engine qualifications but also a big swimming pool where our seafarers can train rescue manoeuvres. Maj and I went there to discuss with Novikontas how they can help us with a tailor-made training course to support our Work Safe/Home Safe initiative as well as our training portfolio. It was really exciting to participate in the exercises. For me, it was a good introduction to the practical side of a seaman’s life, and to get a glimpse of what our seafarers have to be prepared for and what sailing on a chemical tanker could mean.

How did you become Director HR Shore & Crew Manager at John T. Essberger?
I have been with the DAL/JTE Group for 22 years now. I started as an HR specialist with the then Head of HR Shore, Mr Hering, with a focus on managing the trainees. I joined DAL/JTE right after my university diploma and learned the HR business from scratch. When my second child was 10 months old I got the chance to become the Manager HR and I took it, came back early from maternity leave and worked hard ever since, taking over all kinds of additional responsibilities, like internal services, at times the HR department in the Netherlands, internal communication and now crewing.

Maj Reger and Silke Steinfurt of HR Shore, still wet but obviously optimistic

Your work here at the company comes at a time of great technical and social change and challenges such as the Covid 19 pandemic.
When I started here, letters were still dictated, typed on a typewriter and carbon-copied. Digitalisation was far away. But that is not the most significant change: back then, we never had problems finding trainees or good candidates. Today, unfortunately, things are very different. The shortage of skilled workers is felt everywhere, not just on shore but at sea as well. That is the biggest challenge we need to master, attract good candidates, win them over and keep them within our company, offering a path for individual growth and appreciation. I am very lucky that I have two great and experienced teams with whom we will tackle this mammoth task.

With Covid-19 everything became different...
Yes, the Covid-19 management was, of course, an enormous challenge and required adapting to new rules all the time. But I appreciate the positive things it has brought us. It has really moved us forward and accelerated a development that would otherwise have taken another decade: new ways of working together, digitalisation, home office, improved internal communication, and so on. I am very proud of all of us for the way we have handled it and I think we have come out of it stronger.

The next turning point came with the sale of the South Africa liner service.
The seagoing personnel was only minimally affected by the sale of the DAL Kalahari and we were able to keep the good seafarers who had already been working for us for a long time. The liner business, on the other hand, was very personnel-intensive. Due to the sale to Hapag-Lloyd, where fortunately all affected shore employees found new employment, the number of employees decreased from 230 to 135. This also had an impact on the management of the HR departments. So, this spring, HR Shore and HR Sea were merged under my responsibility. I am very happy to have taken over a well-functioning team of colleagues who know the business and know exactly what they are doing. With René Hogrefe as my deputy and his team of crew accountants Alexandra Hansen, Claudia Prillwitz, Petra Hassan and Jihan Saab, as well as Maj Reger, Training Coordinator, and the crew operators, Christine Voigts, Katarzyna Walentynowicz, Dragutin Jelovcic, Sergiy Radov and Niklas Dörnte, we are well staffed in Crewing. The same goes for our HR Shore team, which is now complete with Alexandra Trinkus, Katrin Kundoch and our latest joiner Maria Bolodurina and not forgetting our two colleagues from the reception desk Antje Lohmann and Vera Busch.

What are the current plans and tasks you are working on?
My induction is not yet complete, I am still working on that and learning something new every day. Another important issue is, of course, manning our four newbuildings and at the same time ensuring the smooth crew planning for the existing fleet. Basically, we need eight new crews from captain to rating. Here we are trying to develop and promote our own seafarers as a first step, but of course this has its limits due to the matrix aspect. In addition, we recruit officers from outside. Now, you might think that this is a common task for a crewing department. The special aspect here lies in the high standards that apply to the newbuildings and the associated qualification of the crew. You have already reported on the IGF training and the associated sailing time of 30 days on an LNG-fuelled ship (previously TT-Line) in the last issue. In addition, our engineers have to undergo training on the new dual-fuel engines without which we do not want to send our crew on the newbuildings. For our crew operators, this means that the crews planned for the newbuildings have to be taken out of the planning several months in advance and other colleagues have to take their place. At the moment we demand a lot of flexibility from our seagoing colleagues and fortunately we get it in most cases. As far as the shore organisation is concerned, I am currently working with great pleasure on the furnishing of our lounge on the second floor. By merging all departments into the new building, the lounge in the heart of the building offers a place where we can informally exchange ideas with colleagues from other departments over a coffee or entertain our seafarers at the briefing. After all, good cooperation between the office and the vessel and between the departments as well as employee satisfaction, are two important success factors.